



# 2023 - 2024 ANNUAL REPORT

**A TRANSFORMATIONAL YEAR**

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*Vadoud Niri, Associate Professor of Chemistry  
with a CHE 426 student ▶*





# A TRANSFORMATIONAL YEAR

Much as the Oswego years are transformative for our Lakers, the 2023-24 academic year marked the beginning of a great transformation for our institution. On August 15, 2023, Dr. Peter O. Nwosu officially began as president, the 11th in our university's 163-year history. At the inaugural State of the University Address in September 2023, he announced the ambitious [Vision 4040](#), which will transform SUNY Oswego and the region by doubling the number of degrees and credentials granted by the university to 40,000 by the year 2040. Informed by this vision, stakeholders from throughout the Oswego family came together to work on a new strategic plan to guide our institution toward an exciting future.

## MISSION

SUNY Oswego contributes to the common good by lighting the path to wisdom and empowering every person in the university community to pursue a meaningful life as a productive, responsible member of society.

## VISION

Inspired by a shared commitment to excellence and the desire to transcend traditional higher-education boundaries, SUNY Oswego will be a premier institution that provides a transformative experience to a diverse body of students, empowering them to live ethical and meaningful lives and build a better world.

## VALUES

**STUDENT SUCCESS** We are student centered. We promote academic excellence and provide comprehensive support to remove barriers to success and empower our students in achieving their academic, personal, and professional goals as lifelong learners with meaningful careers.

**ACADEMIC EXCELLENCE AND INNOVATION** We support a culture of innovation in teaching, rigorous scholarly research, and impactful service, contributing to the advancement of knowledge and societal progress.

**COLLABORATION** We foster meaningful partnerships within the University and with local, national, and global communities, engender civic practice in all members of the University community and apply our knowledge and resources to address real-world challenges to improve society.

**DIVERSITY, EQUITY, INCLUSION AND SOCIAL JUSTICE** We cultivate a university climate where every individual feels valued, respected, and empowered to participate in our academic community. We advance equity and social justice in our teaching, research, university life, and community engagement by removing barriers and dismantling structures that systemically marginalize.

**SUSTAINABILITY** We prioritize environmental stewardship and sustainable practices in all aspects of our operations, curriculum, and research. We strive to strengthen the ecological, social, and economic sustainability of our communities and the wider society.

# MESSAGE FROM THE PRESIDENT

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The 2023-2024 academic year has been a period of tremendous transformation for SUNY Oswego, a place I am deeply honored to lead since becoming president in August 2023. Our institution, founded in 1861 by the visionary Edward Austin Sheldon, has long been a beacon of innovation and educational excellence.

As Isaac Poucher, Sheldon's successor, wisely noted in 1911 during Oswego's 50th anniversary: "There is no such thing as 'stand still' in our vocabulary." This dynamic spirit of progress has been woven into the fabric of our university, and I felt it strongly even before taking on the role as Oswego's 11th president. SUNY Oswego is a place of constant growth and forward momentum.

It is with great pride and humility that I step into this role, to build on the legacy of those who came before me, and to continue to advance the Oswego Promise for a more educated region to support upward mobility and regional economic development. Our [Vision 4040](#), launched in September 2023, aims to double the number of degrees and credentials we award to 40,000 by the year 2040 to further this promise. As a hometown university with a regional and global outlook, we are putting the finishing touches on our new strategic plan, ensuring that our collective focus remains on

increasing enrollment and retention, expanding student success, strengthening our commitment to educational excellence, and deepening our culture of caring for our entire university in the years ahead.

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*“SUNY Oswego is a place of constant growth and forward momentum.”*

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What struck me most upon my arrival was the warm welcome I received from faculty, staff, students, alumni, and community members, reinforcing the belief that while we attract talent from across the globe, we are also deeply rooted in Oswego and Oswego County. Our partnerships within this region are vital, and I am confident they will continue to flourish, benefitting generations to come.

Looking beyond the campus, we find ourselves at a pivotal moment in Central New York's history. The announcement of Micron Technology's plan to build the region's largest economic development project — a chip

fabrication facility in Clay, New York. This facility, and other economic investments in Central New York, such as the recent designation of Lake Ontario as a national marine sanctuary, present transformative opportunities. I am honored to chair the Oswego County Micron Strategy Steering Committee, where we are already working to harness the benefits this development will bring, ensuring that our expertise helps foster prosperity across the region.

When Sheldon founded this institution over 160 years ago, his primary mission was to enhance teacher training and student learning. Today, SUNY Oswego has evolved into a regional powerhouse that plays a crucial role in driving educational achievement, economic development, and community progress.

As we continue to transform lives, SUNY Oswego itself is constantly evolving, and I am thrilled to be part of this journey with all of you. Together, we are shaping the future.

**Peter O. Nwosu**

*President, SUNY Oswego*

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*President Nwosu took the ice with Quinn Warmuth for the ceremonial puck drop before the Oswego Lakers vs. King's College men's hockey game on Saturday, Oct. 14, 2023. ▶*



# OSWEGO BY THE NUMBERS

## FALL 2023 TOTAL ENROLLMENT

**6,756** students

- > 5,652 undergraduates; 94% are full-time / 6% are part-time
- > 1,104 graduate students; 40% are full-time / 60% are part-time

## FALL 2023 FIRST-YEAR STUDENT STATS

Distribution of class by college/school:

- College of Liberal Arts and Sciences: **40%**
- School of Business: **22%**
- School of Education: **17%**
- School of Communication, Media and the Arts: **18%**
- Undeclared: **3%**

## CULTURALLY DIVERSE CAMPUS

**33%** of total student body and **36%** of the fall 2023 entering class self-identified as Hispanic, African-American, Asian, Native American, Pacific Islander, multi-ethnic, or are international students.

## STUDENT SUCCESS OUTCOMES\*

6-Year Graduation Rate as of fall 2017: **60.4%**

4-Year Graduation Rate as of fall 2019: **45.4%**

Transfer Graduation Rate as of fall 2019: **70.5%**

Fall 2020 cohort retention rate: **74.5%** (*students retained in fall 2021*)

*\* first-time/full-time students*

Class of 2023 First Destination Outcomes:

- > **97%** Employed and/or Continuing Education
- > **93%** of those working full-time are in their field of choice.
- > **85%** work in New York State

## REGIONAL ECONOMIC IMPACT

Largest Public Employer in Oswego County

- > **3,280** full-time, part-time and student employees in 2023 - 2024
- > **57%** of non-student employees lived in Oswego County

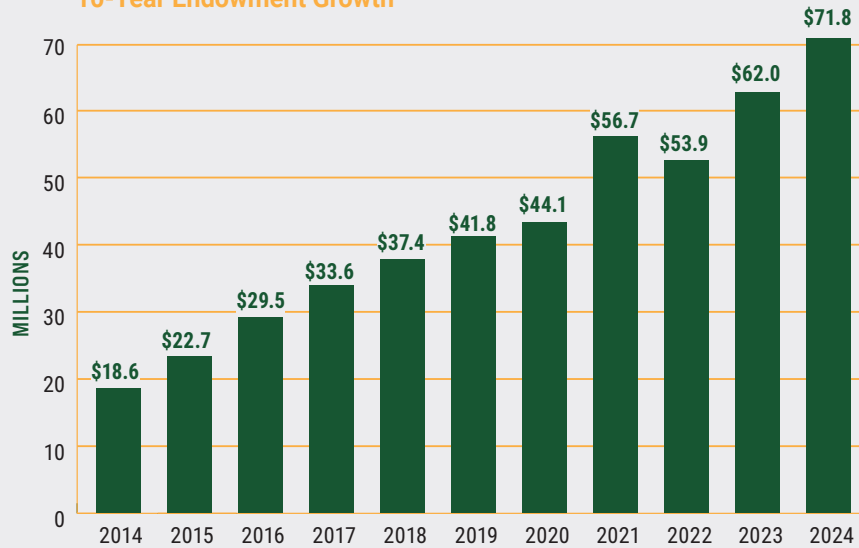
Campus Renewal and Capital Projects

- > Over the past five years of campus renovations and new construction, SUNY Oswego's capital plan projects exceeded **\$112 million** and injected over **\$82 million** into New York's economy

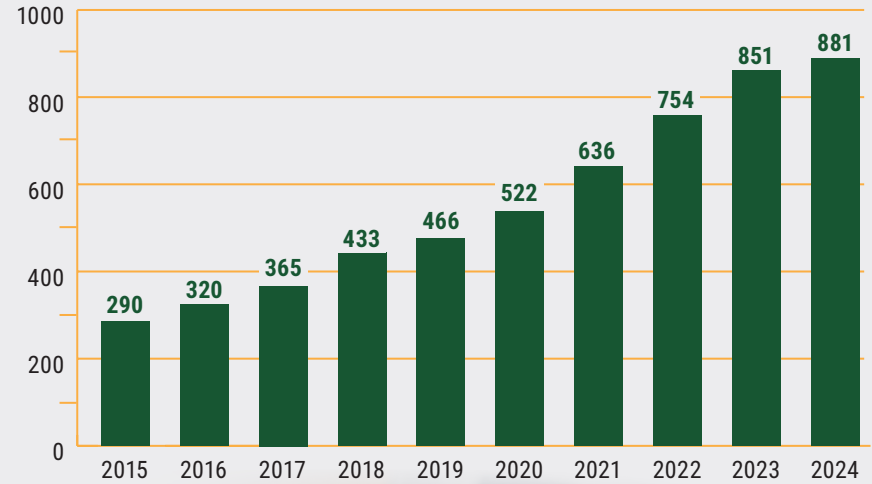
## ENDOWMENT AND STUDENT SCHOLARSHIPS

Oswego University Foundation, Inc

### 10-Year Endowment Growth



### Donor-Funded Scholarship Recipients



- > **77%** of all 2023-2024 students received more than \$81,964,972 in aid (scholarships, grants and loans).
- > In fiscal year 2023-2024, the university raised more than **\$11 million**.

Students (left to right) Joseph Miele, Rachel Roberts, Madyson Pitt, Patsy McFeeley, Logan Russo and Allison Hallinan on the shores of Lake Ontario, Oswego, NY. ▶



*May 2024 graduate Jolie Santiago (center) starred in a segment on NBC's "Today" show, along with famed alumnus Al Roker, showcasing her on-camera skills, research ability and overall broadcasting acumen. Also pictured are co-hosts Sheinelle Jones, Dylan Dreyer and Craig Melvin.*



**STUDENT SUCCESS**



# STUDENT SUCCESS

## TRANSFORMATION IN THE CLASSROOM AND BEYOND

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Fostering success for our students permeates our culture in every way. Looking back at 2023-24 shows amazing accomplishments in every avenue. From students earning national honors and Chancellor's Awards to appearing on NBC's "Today" show to making the most of research opportunities with the total solar eclipse to student-athletes excelling in play and in the classroom, so many Lakers found ways to shine. The university's range of efforts supported a student body that continues to grow in diversity while seeing increased opportunities inside and outside Oswego's classrooms.

Highlights include: SUNY Oswego's distinction of having the largest cohort in SUNY's ACE initiative; a new partnership with our local community colleges to form a seamless transfer pipeline; establishment of the Shineman Oswego Scholarship; expansion of international student recruitment; and, reimagining the university's Syracuse campus.

### ACCESS

- > With assistance from SUNY, Oswego launched the ACE (Advancing Completion through Engagement) program designed to help Pell Grant-eligible students stay on track to graduate in four years. The program consists of intense advising, dedicated career development and financial aid, and incentivizing participation through monthly stipends and scholarships. For fall 2024, SUNY Oswego's program is funded at the highest level in all of SUNY, enrolling a cohort of 273 students.
- > SUNY Oswego led the way in developing the [Central New York Transfer Collaboration](#), working with Cayuga, Onondaga and Jefferson community colleges to facilitate transparent and seamless transfer that will allow more students to attain degrees (and beyond) while strengthening connections that will benefit all institutions and countless students.
- > Much like President Nwosu has been a living example of the power of education to ignite possibilities, the new [Transforming Lives Scholarships](#) will make Oswego's high-quality academic experience accessible to a greater number of students, especially first-generation Lakers. This initiative already has attracted \$6.4 million in donations.
- > The university is committed to expanding the Oswego Promise globally, enhancing efforts to attract international students by fostering stronger partnerships with recruitment agencies and government organizations abroad. This includes developing additional exchange programs and establishing a task force on belonging to ensure international students thrive on campus.
- > For many, affording college remains a challenge to pursuing and attaining a degree, and at SUNY Oswego, current students are helping future and continuing students navigate the revamped Financial Aid Free Student Application (FAFSA) and other aspects of paying for college. A new [FAFSA Completion Corps](#), funded by SUNY and AmeriCorps, saw a team of current Oswego students finding and implementing ways to help students and families navigate toward solutions to gain access to the transformative power of higher education.



▲ *SUNY Oswego students (from left) Paul Lomanto, Norun Tabassum and Angela Aldatz will help meet an initiative to increase FAFSA (Financial Aid Free Student Application) completion rates, thanks to support from SUNY and AmeriCorps.*



▲ Students like It's On Oz intern Rosely Paulino (left) with fellow team member Mariely Torres, have benefited from the Internship Impact Fund that will provide paid internships to at least 155 Oswego students per year, thanks to SUNY support.

## RETENTION

- > The university's [Internship Impact Fund](#), made possible by SUNY funding and Chancellor John B. King, Jr.'s vision, will support at least 155 new paid internships per year. In administering this fund, as well as seeking additional avenues to pay students, Oswego's Experiential Courses and Engaged Learning (EXCEL) seeks to address an equity issue — until now, many students must choose between working to pay for college or taking on an unpaid internship. By removing a financial barrier, Oswego students can more readily pursue internships that will set them up better for future success.
- > Chancellor King's visit to campus in February included a stop at our Students Helping Oz Peers (SHOP) pantry supporting students in need, where he provided donations and saw a new refrigerator paid for via a SUNY Micro Grant. SHOP received additional promotion via a [student art project titled "Potluck"](#) in Penfield Library, which highlighted SHOP's service and support. SHOP also became a partner agency with the Food Bank of Central New York to provide additional access to funds and community nutrition training.
- > Helping students in times of crisis remains a critical concern. Oswego utilized SUNY incremental funding to hire an assistant dean of students for basic needs, who provides holistic case management to students and serves as a homeless student liaison. In addition,

Residence Life and Housing created an emergency short-term housing option for students who find themselves in circumstances beyond their control, as well as year-round housing and meal plans for those with no other place to call home.

- > Student mental health remains an avenue needing attention on campuses everywhere, and Chancellor King's visit to campus in February addressed how the system and Oswego are addressing this challenge. [Chancellor King announced more than \\$10 million in added state funding](#) through New York Gov. Kathy Hochul to increase mental health support and services across 28 SUNY campuses, with Oswego identified as a leader in this area. The university continues to rise to the challenge, providing appointments to more than 800 students, with more than 4,000 students attending outreach events and visiting the new Harmony Center in Mary Walker Health Center. Health Services helped as well, developing a new mental wellness screening program to identify the most pressing concerns and providing a wellbeing resources list developed across various offices.
- > The university established an Academic Care Team that included 11,674 contacts made through programs and outreach activities.



- ▲ *SUNY Chancellor John B. King Jr. toured the Students Helping Oz Peers (SHOP) pantry located in Penfield Library and met with student staff on February 14, 2024.*



- Increased offerings from Campus Recreation – from expanded non-traditional program offerings to growing club sports participation to the debut of wildly popular goat yoga – provided healthy opportunities for our students. Additionally, a new Laker Thrive Series for Employees promoted events, programs and other opportunities to support wellness and retention of faculty and staff. Also, a cross-campus team administers a holistic approach to mental and physical wellness, evidenced by the creation and support of a [Health and Well-being portal](#).

## POST-GRADUATION OUTCOMES AND RECOGNITIONS

- Oswego continues to shine in preparing students for what's next. A survey of the Class of 2023 by the Office of Career Services found 97 percent employed or continuing their education (including 93 percent working full-time in their field of choice). The survey found 85 percent work in New York State; 37 percent in Central New York, and 24 percent in New York City and Long Island combined; 15 percent outside of the state and 8 percent working abroad.

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◀ *Oswego broadcasting student Clarissa Karki sits at the news desk at CNN headquarters in Atlanta during her summer internship.*

- > International broadcasting major [Clarissa Karki won the Best of Show](#) award among the many national entries in the BEA Student Creative Competition, for a piece on Safe Haven, a one-of-a-kind beacon in Oswego's Fort Ontario that welcomed refugees escaping World War II persecution. This award was one of two she earned in this competition, among three overall prestigious honors for SUNY Oswego student submissions. Two additional students [won first place in the audio/multimedia category](#) from the BEA's Festival of Media Arts.
- > [Four Lakers won the Chancellor's Award for Student Excellence](#), showcasing outstanding achievements in research, publications, leadership, involvement, experiential learning and more.
- > Graduate student Isaac McGee [received an invitation to teach in the Czech Republic](#) under the highly competitive Fulbright program. The increasingly global nature of our campus and students found further evidence in a student researcher from Ghana [earning a spot in St. Jude's competitive doctoral program](#), a student from Senegal [conducting "life-changing" research](#) in the Democratic Republic of Congo, a student from Liberia [advancing in his profession](#) thanks

to a master's degree in biomedical and health informatics, meteorology students [researching cold air outbreaks in Sweden](#), and world-aware students attaining grants supporting intensive study [in Italy](#) and [Germany](#).

- > Laker student-athletes continued to thrive in academics and sports. Four Lakers earned All-American honors, and 40 were named to SUNYAC All-Conference teams. The women's swimming and diving team [earned Scholar All-American Team honors](#) and 197 students made the SUNYAC Commissioner's Honor Roll (27 more than the previous year). Laker student-athletes also completed nearly 3,000 hours of community service, earning a third-place award from the NCAA and National Association of Division III Athletic Administrators. In addition, a new athletics academics honor society, Chi Alpha Sigma, and additional retention measures helped more Lakers win away from the field of play.

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*Issac McGee, shown speaking at a conference as part of his professional development through his SUNY Oswego graduate studies, will teach in the Czech Republic as a finalist for the prestigious U.S. Student Fulbright English Teaching Award. ▶*



*Sophomore Patrick Damiano, a technology education major, combines theory with hands-on practice in the electronics and mechatronics lab.*

**RESEARCH AND SCHOLARSHIP**

# RESEARCH AND SCHOLARSHIP

## TRANSFORMATION FOR THE GREATER GOOD

Buoyed by brilliant, highly qualified and approachable faculty researchers and scholars, our university is a place of learning, discovery and innovation. Whether it's faculty members earning a patent for an aeronautical breakthrough, charting a path to better maintain life-saving vaccines, examining the risks of "big data," conducting research around the world, excelling in the creative field or utilizing the eclipse to learn more about our planet, SUNY Oswego faculty and students continue to shoot for the moon and beyond in their research and scholarly activity. The institution received more than \$7.5 million in research awards, with the University convening a working group to realize even greater funding by aligning faculty expertise and campus resources to federal, state, local and private funding opportunities.

- > The once-in-a-lifetime opportunity of [being in the path of a total solar eclipse](#) provided countless opportunities for faculty and student research, including the [National Eclipse Ballooning Project](#) with NASA and the National Science Foundation, two students [interning with NASA to study gravitational waves](#), a journalism class [learning how to cover science and large-scale events](#), [students learning how to design and deliver planetarium shows](#) and more.
- > SUNY Oswego continues to evolve to meet the needs of the job market and greater society by introducing new programs. One of the latest examples is the [new online master's in health promotion and behavioral wellness](#), which addresses a need for new professionals in a greatly expanding field.

*Students participating in the Nationwide Eclipse Ballooning Project launched specially designed weather balloons that travel from the surface to the upper limits of the stratosphere collecting extremely rare information about the atmosphere during the total solar eclipse. ▶*



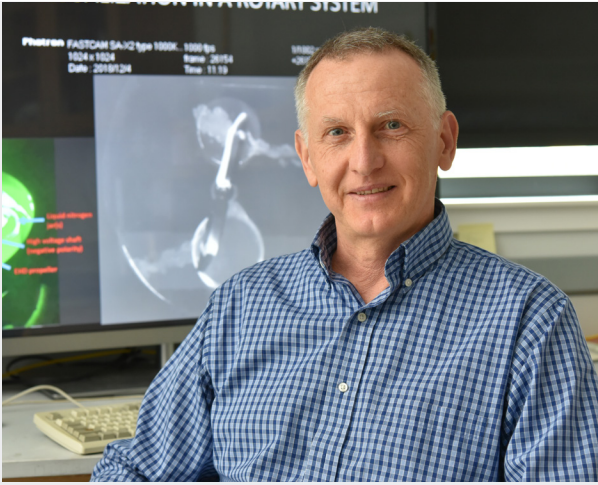


## FACULTY RESEARCH ROUNDUP

- Adrian Ieta of the electrical and computer engineering faculty [earned a patent for developing breakthrough technology](#) in the field of propulsion.
- Shashi Kanbur of the physics and astronomy faculty was [named a Distinguished Professor by SUNY](#), one of five Chancellor's awards and honors for faculty and staff.
- Led by Arsalan Mirjafari, the university's Richard S. Shineman Professor of Chemistry, a [faculty-student team explored ways to make vaccines](#), from the COVID vaccine to future life-saving immunizations, able to be stored and maintained for longer periods of time. This priority project, funded by the National Institutes of Health, seeks to make vaccines easier to store, more accessible, and more affordable.
- A [faculty filmmaking couple were selected](#) for the American Association of State Colleges and Universities (AASCU)'s Stewardship of Public Lands program, which explores the importance of preserving Glacier National Parks, and of managing national parks in general. They also were part of a student-faculty

◀ *Student researchers (from left) Clinton Adu, Blake Britton and Muhammad Musozoda examine data in an effort to unlock a better way to maintain vaccines.*





▲ *Adrian Ieta, Electrical and Computer Engineering*

project that [created a film on the nearby Sterling Nature Center](#).

- > Politics faculty member [Allison Rank earned the prestigious Barbara Burch Award](#) from the American Association of State Colleges and Universities' (AASCU) American Democracy Project for her leadership in civic engagement and learning.
- > Meteorology faculty member Yonggang Wang [led students on a research project in Sweden](#) to study cold-air outbreaks near the Arctic Circle.
- > Laura Spenceley, dean of the School of Education, was [named an Impact Academy Fellow](#) through the non-profit Deans for Impact organization, which



▲ *Allison Rank, Politics*


selects accomplished leaders to help elevate educator preparation programs in the complex modern educational environment.

- > School of Business faculty member Mohammad Tajvarpour created and taught a pioneering course on the [possibilities, promise and pitfalls of using ChatGPT in a business setting](#), which he envisions as part of a growing amount of offerings related to emerging trends in artificial intelligence.
- > ["Data Grab" was the title and topic of a new book](#) explaining the very influential and timely research co-authored by communication studies faculty member Ulises Mejias on how corporations co-opt and exploit the information of individuals.



▲ *Francisco Suarez, Communication Studies*

- > Faculty members excelled in new ways of sharing their expertise and passions. Broadcasting faculty member Francisco Suarez's popular [From Suarez's Basement video podcast continued earning awards](#), including from the Academy of Interactivity and Visual Arts and from the New York State Broadcasters Association. A newer effort by a computer science faculty member, ["Meditations with Ryan Zlomek,"](#) welcomed internationally known creators and achievers closer to home, while also helping bring lessons into the classroom.
- > A Fulbright-Hays grant supported the development of more immersive international education opportunities for the future.



*SUNY Oswego students have reason to celebrate the occasion of Commencement, both because of their outstanding accomplishments and because recent surveys show 97 percent of them employed and/or continuing their education after graduation.*

# **ECONOMIC DEVELOPMENT AND STUDENT ADVANCEMENT**

# ECONOMIC DEVELOPMENT AND STUDENT ADVANCEMENT

## TRANSFORMATION AT HOME AND THROUGHOUT THE REGION

SUNY Oswego continues to support, cultivate and create a path for prosperity and opportunity in Central New York, among our students and beyond. President Nwosu's introduction of the [Vision 4040: Expanding Oswego's Promise](#) plan pictures a university and a region transformed and inspired by the power of higher education. The university and President Nwosu lead the Oswego County Micron Strategy Steering Committee in helping facilitate local connections and support for the largest economic development project in the history of Central New York. Establishing the new Office of Workforce Innovation and External Relations (OWIER) allows the university to best focus its robust university-community engagements. Back on campus, Oswego students earned a variety of honors and awards for their own entrepreneurial ideas and activities. The new Shineman Oswego Scholarships show a commitment to supporting the best and the brightest students in Oswego County and welcoming them into the Laker family.

- > [Vision 4040 plan](#) envisions doubling the number of SUNY Oswego degrees and credentials by the year 2040 to meet the needs of the Central New York region and beyond. By creating and meeting new opportunities, the university aims to provide 4,000 degrees per year by working with a wide range of partners in imagining what our institution and the region might become.
- > One of the largest drivers in the region's future — the construction of Micron Technology's chip fabrication facility in nearby Clay — is the biggest single economic development project ever in CNY, investing \$100 billion over the next 20 years. In leading the [Oswego County Micron Strategy Steering Committee](#), President Nwosu and SUNY Oswego work with more than 100 community leaders in envisioning how the county can prepare for and support this massive development just three miles from the Oswego County line. The inaugural summit for this group brought together the nine workgroup chairs plus state and regional workforce leaders and a top Micron representative to review the work to date and the road ahead. President Nwosu and other Oswego leaders also [visited two universities and Micron offices in Idaho](#) to learn more about mutually beneficial campus-company partnerships.
- > The launch of a reorganized Office of Workforce Innovation and External Relations (OWIER) will contribute to the economic and social health of the region while advancing SUNY Oswego's institutional-wide priorities and goals. OWIER serves a wide variety of needs and partners from across the Central New York region from both the SUNY Oswego Syracuse Campus and downtown Oswego offices.
- > SUNY Oswego's commitment to student upward mobility and creating a better world resulted in ranking #52 on [Washington Monthly's "public good" index](#) for master's universities and #53 in its Best Bang for the Buck in the Northeast — showing potential students and families the institution's transformative possibilities. US News also recognized the university's commitment to social mobility as a top 20 school in this important ranking.
- > Even as the university attracts interest from around the world, outstanding future leaders, scholars and innovators exist in our own backyard, the impetus for the [launch of the Shineman Oswego Scholars program](#). Funded by the Richard S. Shineman Foundation, these new scholarships will attract talented students in any major from across Oswego County's families.
- > A task force began work on reimagining Oswego's Syracuse Campus with a goal of increasing student headcount by 150 percent, increasing microcredentials for area employers and more closely aligning course offerings to meet this need. The goal is to make the Syracuse Campus a hub for graduate and professional education, supported by the recent acquisition of more space in the Syracuse location to allow for expansion.
- > The ingenuity, intelligence and insights of Oswego students are regularly on display as the university develops a culture of entrepreneurship that also



▲ *Erin Czadzeck (center), Insight*

seeks to address problems in society. Online MBA student [Erin Czadzeck took second place in her category](#) in the New York State Business Plan Competition for her concept titled Insight, an app that will help fellow blind and visually impaired people pick out their clothes independently and create outfits every day. Student-athletes [Noah Bull and Tyler Flack won the university's Launch It student entrepreneurship competition](#) with Anonymous Athlete, a mental wellness app that creates 24/7 online connections to help users through struggles. And Oswego student [Camden Olivero had his startup Clotheslyne](#) – which provides pick-up and drop-off laundry services – earning acceptance into TechStars NYC, a competitive national accelerator program.



▲ *Camden Olivero (left), Clotheslyne*

➤ The [successful rollout of Instructor Bootcamp](#), launched in fall 2023, will prepare up to 120 professionals from across New York State to be trainers in their high-demand fields through a non-credit, accelerated 40-hour online “bootcamp.” The Instructor Bootcamp is taught by faculty in SUNY Oswego’s School of Education with project management provided by staff in SUNY Oswego’s Office of Workforce Innovation and External Relations. Made possible by a \$340,963 grant from Empire State Development’s Office of Strategic Workforce Development and the collaboration of partners throughout Central New York, the Bootcamp will prepare participants to teach the workforce sought by semiconductor production, supply-chain companies and other related industry partners.



▲ *Noah Bull (right) and Tyler Flack (left), Launch It*

➤ The OWIER continued collaborating with the City of Oswego and Campus-Community Relations Committee for the highly engaging [“One City. One Campus. One Community”](#) photojournalism project highlighting features and connections around the Port City. Student photographers, writers and editors [created 10 photojournalism projects](#) showcasing SUNY Oswego student interns and their supervisors as well as the vital partnerships between campus and community partners.



▲ *President Peter O. Nwosu and other university leaders recently visited the Micron plant in Boise, Idaho, as well as the College of Western Idaho and Boise State University to learn more about ongoing partnerships with Micron.*

*Students (left to right) Lexie Reith '25, Keturah Hancock '18M'27, Aiden Wilson '25 and Daniel Ressue '26, on the shores of Lake Ontario, Oswego, NY.*



**DIVERSITY, EQUITY, AND INCLUSION**

# DIVERSITY, EQUITY, AND INCLUSION

## TRANSFORMATION FOR ALL

Our commitment to a more diverse, equitable and inclusive world infuses our activities in fulfilling the Oswego Promise for all our students. A large federal Title III grant allows the university to advance equity via student support and inclusive practices. The beginning of a five-year Oswego Dialogue Project works to build capacity for more effective campus engagement around challenging conversations across difference and civil dialogue. Our annual Martin Luther King Jr. Celebration expanded into a multi-day event that found new ways to spotlight and engage students toward a tomorrow that will build greater understanding and respect.

- > To better coordinate Oswego's commitment to inclusion, the university consolidated all institutional functions for Title IX, Title VI, Equal Employment Opportunity and Americans with Disabilities Act (ADA) compliance under the Office of Diversity and Inclusion, supported by hiring SUNY Oswego's first full-time Affirmative Action Officer and first ADA Compliance Coordinator focused on ensuring campus-wide accessibility for students and employees.
- > A revamped Bias Prevention and Response Team is positioned to respond more rapidly and effectively to any incidents.
- > A [five-year, \\$1.9 million Department of Education Title III grant](#), "The Student Success Equity Project" will enhance the institution's ability to engage, retain and graduate all students while addressing any potential gaps in course performance, retention and graduation rates.
- > The [African, Latino, Asian and Native American \(ALANA\) Student Leadership Conference](#) continued celebrating diversity and unity, while providing increased opportunities for students to network with alumni and other speakers. Institutional support and motivated students came together for [the creation of a flourishing First Generation Club](#) that supports those who are the first in their family to go to college. This fall will see the creation of a Be First first-generation living and learning community, which aims to parallel the success of 2023's Live Well community that supported 60 LGBTQIA+ students and allies in Waterbury Hall.
- > Offering a greater variety of dining options to an ever-diversifying student body remains an emphasis for Auxiliary Services' Dining Services, with the most successful effort finding student Antoine Okeke working with the Cooper Dining team on [very popular Late Night dining hall takeovers](#) sharing his specialties of jerk chicken, rasta pasta, rice and peas.
- > An [expanded Martin Luther King Jr. Celebration](#), Feb. 1 to 3, included keynote speaker playwright/producer/author Ira Knight, a student showcase of performers and visual art, and a Day of Service where a large cross-campus student contingent helped pack bags in support of Rise Against Hunger.
- > [WTOP held its first-ever all-women's sports broadcast](#), an event that showcased the amazing skills of student communicators while providing valuable role modeling for those looking to break into what is, in many places, still a male-dominated field.
- > In fall 2023, the James A. Triandiflou '88 Institute successfully launched year one of the five-year Oswego Dialogue Project plan, working to build capacity for more effective campus engagement around challenging conversations across differences. In spring 2024, SUNY Oswego hired the inaugural director of the Triandiflou Institute, charged with leading and evolving the institution's capacity for and practices around race and identity dialogues.
- > SUNY Oswego's efforts toward becoming a successful American Association of Colleges and Universities (AAC&U) campus center for Truth, Racial Healing, and Transformation are detailed in a book chapter by Anneke McEvoy, deputy chief diversity and inclusion officer and affirmative action officer, titled, "Visioning in the Midst of Transition" in AAC&U's 2024 text, "Strengthening Campus Communities Through the Truth, Racial Healing, and Transformation Framework."

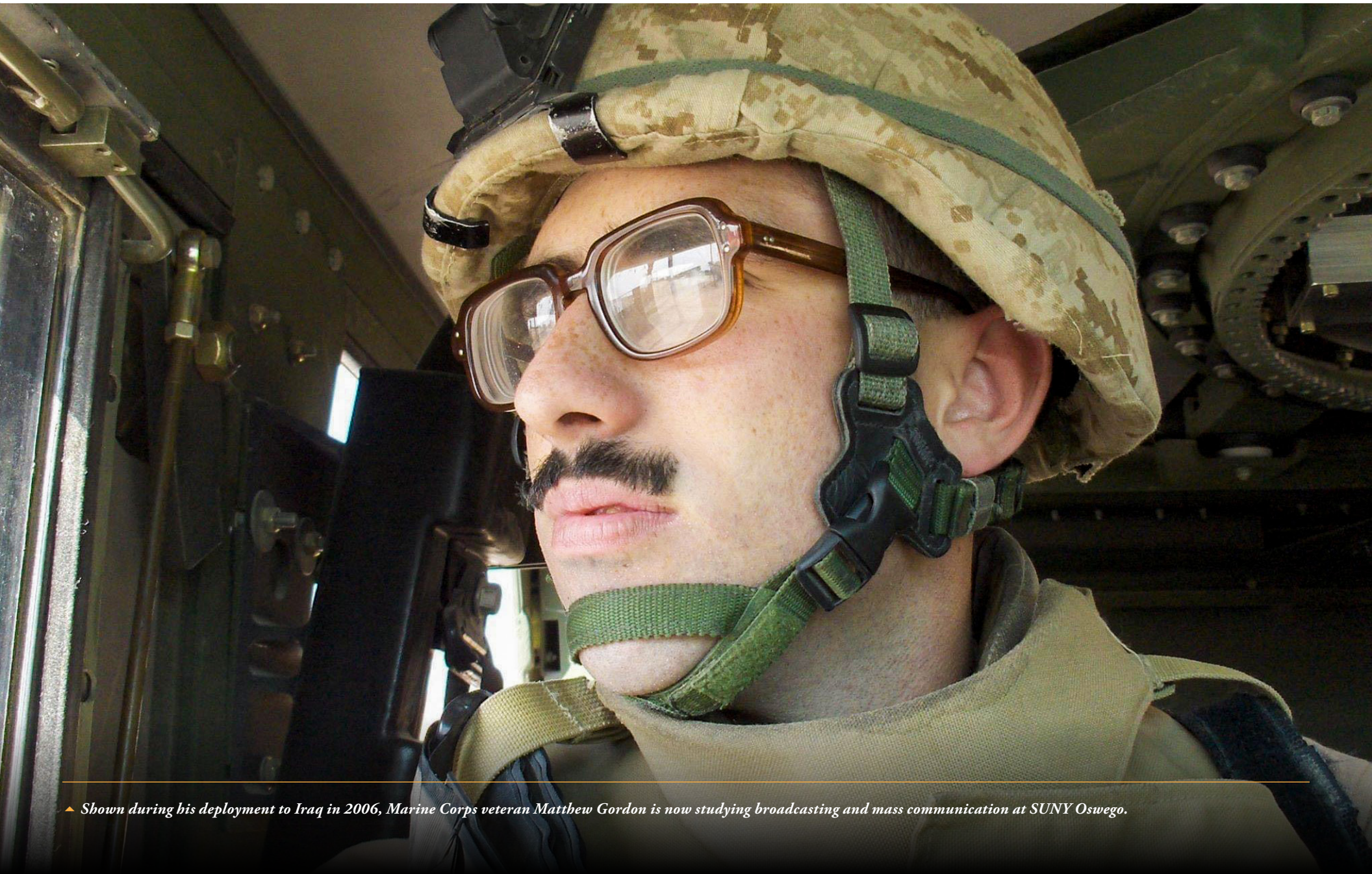


- The inaugural Women's Empowerment Summit enjoyed a large turnout with the perspectives of talented and powerful women among the university's alumni network in encouraging attendees to achieve their dreams, breaking glass ceilings where necessary.
- Gabriel Marshall, the associate vice president of student affairs, was selected for the first-ever SUNY Black Leadership Institute among many outstanding professionals launching this program.
- Christina Vasquez, who spearheaded SUNY Oswego's very successful re-entry into the Collegiate Science and Technology Entry Program, was among 11 emerging Hispanic/Latinx leaders and allies to become fellows in the 2024 SUNY Hispanic Leadership Institute.
- Student Orientation and Family Engagement, the Triandiflou Institute and the Office of Diversity and Inclusion collaborated on a pilot of START (Strengthening Transition and Readiness for Tomorrow), a new mentorship for 50 first-year students to provide support for transition to higher education.
- The Office of Student Conduct's experience survey helped measure student perceptions, satisfaction and learning under the conduct process, which found nearly nine out of 10 surveyed felt respected and heard in the process, and more than 90 percent less likely to violate policies in the future.

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◀ *Antoine Okeke, a senior at Oswego studying technology management, is pioneering a new potential opportunity for students after serving his own menu for late night at Cooper Dining Hall.*





▲ *Shown during his deployment to Iraq in 2006, Marine Corps veteran Matthew Gordon is now studying broadcasting and mass communication at SUNY Oswego.*

*Under guidance of the founding director, Lisa Glidden, SUNY Oswego recently launched the Great Lakes Institute to foster a greater awareness and understanding of the Great Lakes through continued research efforts, academic programming and coursework for students at all levels, and public outreach.*

**SUSTAINABLE COMMUNITY**

# SUSTAINABLE COMMUNITY

## TRANSFORMATION THAT ENDURES

As the stewards of a revolutionary institution founded 163 years ago that continues to evolve and transform lives, financial viability and stability is what makes student success possible today, tomorrow and for generations to come. President Nwosu's first year saw the establishment of a new Transforming Lives Scholarship to ignite possibilities (with \$6.4 million donated to date), as well as wide-ranging support for his ambitious new vision.

Whether through [Vision 4040](#) or other ways that we ensure our actions will support future generations, sustaining the institution and our planet remain primary drivers. The university launched its Great Lakes Institute, which leverages our status as the only New York institution on Lake Ontario and the knowledge and passion of our faculty and student body in the pursuit of awareness and solutions. Our ongoing sustainability initiatives and emphases resulted in Oswego receiving an honor from the Arbor Day Foundation, efforts toward eliminating single-use plastics and ongoing recognition for our green operations.

- > Support for the university and its bold plans show that the vision resonates with alumni and other donors, as SUNY Oswego saw more than [\\$11 million in gifts, pledges and revocable planned gifts](#) — one of its highest annual totals. This includes \$6.4 million for the new Transforming Lives Scholarship. The university's endowment increased nearly 16 percent to \$71.78 million, which enables more funds to support scholarships, academic programs and other avenues toward student success.
- > A popular, soaring space in Wilber Hall is [now known as the Maraviglia Atrium](#), thanks to a \$2 million gift from 1958 graduate Frank Maraviglia. In making the gift, which also establishes the Maraviglia Education Enrichment Fund in Oswego's renowned School of Education, Frank looked to pay forward his opportunities to transform the lives of future educators, who will then positively impact the world for generations to come.
- > The Great Lakes, including Lake Ontario which the campus community enjoys so much, represent the largest fresh surface water system on earth. So, it's no surprise that Lakers take significant interest in this fragile ecosystem's future. The [new Great Lakes Institute](#) will use research efforts, academic-related programming, coursework, events, public outreach and more to bring attention to, and create solutions for, maintaining this critically important resource. This dovetails with the welcome news of a new [Lake Ontario National Marine Sanctuary](#), for which the university will be a research and planning partner.
- > Another important, though often overlooked, natural resource is the variety of trees that provide shade, create oxygen and furnish a valuable aesthetically pleasing presence. SUNY Oswego's commitment to maintaining, planting and fully utilizing the health benefits of trees this year earned it a coveted [Tree Campus Higher Education designation from the Arbor Day Foundation](#).
- > Supporting a healthy environment means a reduction of plastic introduced into the ecosystem. Thus SUNY Oswego had already been proactively [working toward eliminating the use of single-use plastics](#) even before the SUNY announced phasing these out across the system.
- > Residence Life and Housing piloted a mobile recycling program that, as of spring 2024, had grown to 179 bins of recycled materials collected from 2,425 rooms, with 2,753 residential students bringing their items to their halls' recycling rooms.
- > A huge opportunity on the horizon is the fall 2025 re-opening of Hewitt Hall as a state-of-the-art media and communications center and headquarters of the School of Communication, Media and the Arts, thanks to \$80 million funding from SUNY Construction Fund.

*The renovation of the iconic Hewitt Hall, slated for completion in August 2025, will embody the core values of SUNY Oswego's School of Communication, Media, and the Arts: innovation, inspiration and interdisciplinary collaboration. This \$80 million project will transform the historic former student union into a state-of-the-art media and visual arts center, establishing an "arts corridor" that connects Tyler and Hewitt Halls.*



# CAMPUS RENEWAL AND CAPITAL PROJECTS

# CAMPUS RENEWAL AND CAPITAL PROJECTS

In Fall 2023, SUNY Oswego became the first campus within the SUNY system to simultaneously develop master plans for academic and residential facilities, as well as for clean energy initiatives. These plans will guide our growth as part of [Vision 4040](#) and provide a roadmap to address perceived housing inequities across campus and ensure a consistent, high-quality residential experience for our students over the next decade.

Last year, two key student-focused spaces were transformed: the Laker Lounge in the Marano Campus Center and Pathfinder Dining Hall. Laker Lounge, a multipurpose space designed to enrich student life, was revitalized with a \$56,000 grant from SUNY, converting an underutilized area into a vibrant hub where students engage with peers, faculty, and staff, and participate in activities that support both their academic and social success. Meanwhile, Pathfinder Dining Center on the campus's west side was reimagined based on student feedback to prioritize group gatherings and comfort, enhancing the dining experience for all. The installation of new seating, flooring, paint, carpet and climate control systems, all elevate Pathfinder to become the premier dining center in our west campus community.

The university community eagerly anticipates the Fall 2025 reopening of Hewitt Hall, re-envisioned as a state-of-the-art media and communications center with \$80 million in funding from the SUNY Construction Fund. This stunning facility will become the flagship of our School of Communication, Media, and the Arts. After Hewitt's completion, the focus will shift to renovations for Mahar Hall, Penfield Library, and Lanigan Hall, a collective project estimated at \$178 million. Once completed, these upgrades will mark the culmination of a two-decade initiative to enhance our academic facilities.

Additional sustainable campus highlights include:

- > Tree Campus and Bee Campus USA Designations: The campus community celebrated our designation as a Tree Campus Higher Education Institution for exemplary urban forest management.
- > Winter Energy Savings and Summer Efficiency Pilot: The winter energy savings program saved \$18,000 last year by encouraging remote work from mid-December to mid-January. This was complemented by a pilot of a four-day work week from June 10 to August 2, which reduces energy costs and enables us to sell surplus energy to high-demand downstate markets.
- > SUNY Print Initiative: Our university contributed to the SUNY-wide print initiative, achieving a 67 percent reduction in printing volume and reducing the number of campus printers from 282 to 197, with a target of 100. SUNY Oswego is recognized as one of SUNY's leaders in multi-function device utilization.
- > AASHE STARS Gold Status: In March 2023, SUNY Oswego achieved gold status in the Association for Advancement of Sustainability in Higher Education (AASHE) Sustainability, Tracking, Assessment, and Rating System (STARS) and are now pursuing platinum, AASHE's highest honor.

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*Pathfinder Dining Hall was transformed based on student feedback enhancing the dining experience for all. ▶*



*Business administration major Katelyn Baez '26 stands proudly in front of a graphic celebrating SUNY Oswego's Online MBA program, ranked #1 among New York State public colleges in 'Best Online Degree Programs: MBA.'*

**INSTITUTIONAL RECOGNITIONS**

# INSTITUTIONAL RECOGNITIONS

SUNY Oswego's impressive rankings show how our university excels in preparing our students for careers, community service and overall advancement. We are especially proud of the ongoing rise of our rankings in terms of student mobility, showing that we fulfill the Oswego Promise of igniting possibilities in making students' lives – and the world – better.

- > The Broadcast Education Association (BEA) named SUNY Oswego the best public university in New York State in its [2024 Recognition of Institutional Excellence in Media rankings](#).
- > SUNY Oswego [saw a large jump up the U.S. News rankings](#) – up 15 spots to #39 – among Best Regional Universities in the North, where it also was named a Best Value School, and a top-20 school for student mobility and Best for Veterans. The institution continued to garner recognition in services ranging from the Princeton Review to Money magazine to niche publications.
- > Oswego continues to excel in providing educational services to veterans, active military and their families, as seen in ongoing inclusion on the [prestigious Military Times Best for Vets list and other related rankings](#).



▲ *Ken Cisson, veteran and military services coordinator in the Division of Extended Learning; Robert Corradino, City of Oswego Mayor; Jill Pippin, dean of Extended Learning; and Adam Coe, a junior operations management major in the School of Business and a military veteran.*

Online MBA #1 among NYS Public Colleges in “Best Online Degree Programs: MBA”

U.S. News & World Report

Among the Top “Best Value Schools – North”

U.S. News & World Report

One of the Nation’s Top “Green Colleges”

The Princeton Review

Among the Top Public Colleges and Universities “Regional Universities – North”

U.S. News & World Report

*SUNY Oswego students celebrate their graduation.*

# FINANCIAL REPORT

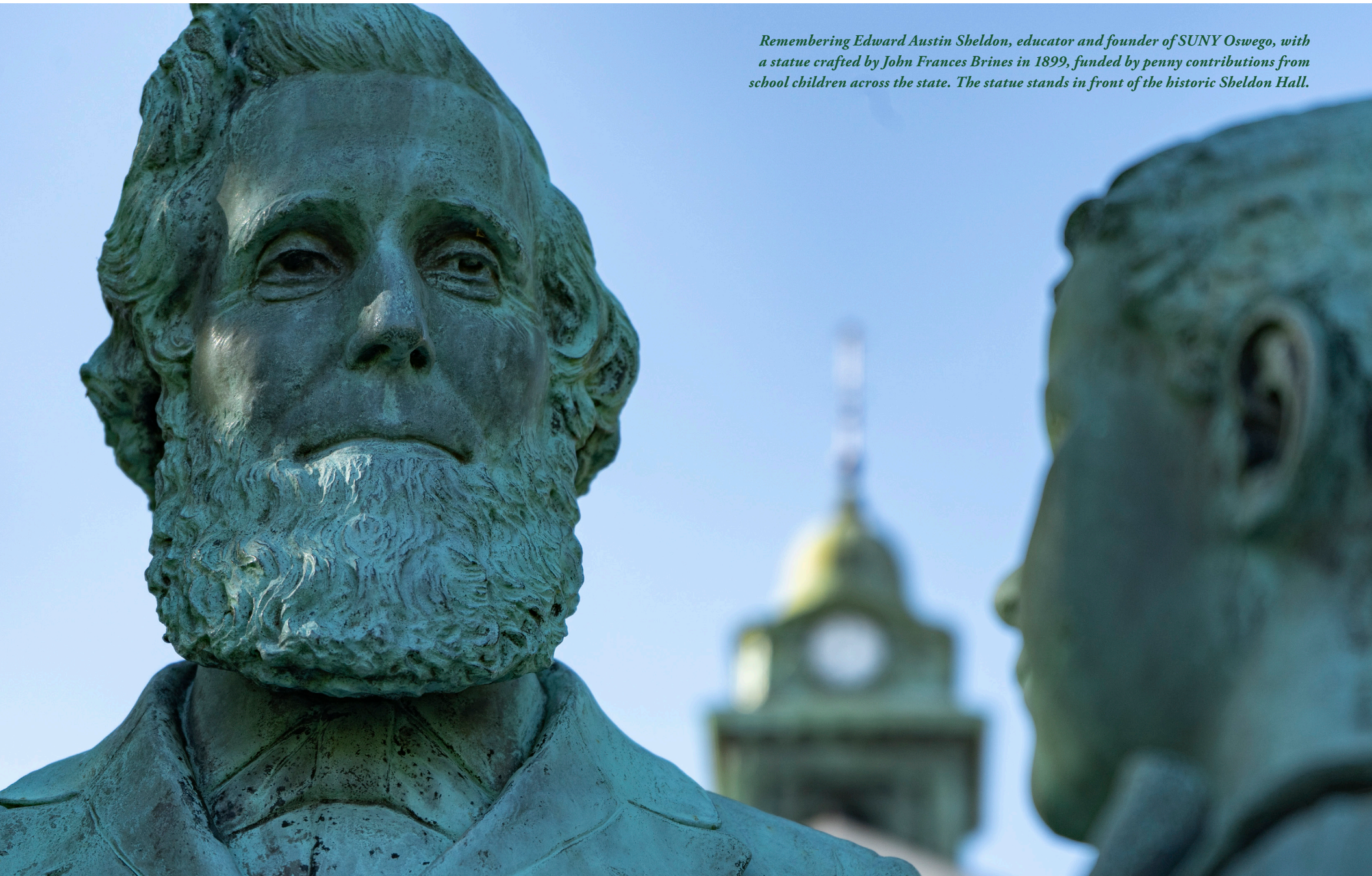




# 2023 - 2024 FINANCIAL REPORT

EXPENSES	TOTAL	% OF TOTAL
<b>FULL TIME PERSONNEL</b>		
PSR Instructional	24,288,281	—
PSR Non-Instructional	39,863,450	—
OT/Holiday/Other	882,983	—
<b>Subtotal Personal Service (PSR)</b>	<b>65,034,714</b>	<b>49%</b>
<b>TEMPORARY SERVICES</b>		
TS Instructional	6,485,539	—
TS Non-Instructional	2,980,357	—
TS Students/Grad Students	3,646,548	—
<b>Subtotal Temporary Service (PST)</b>	<b>13,112,444</b>	<b>10%</b>
<b>OTHER THAN PERSONNEL SERVICES</b>		
Supplies	4,125,769	—
Travel	2,103,385	—
Contractual Services	12,016,540	—
Equipment	3,601,585	—
Library Acquisitions	336,980	—
Utilities	3,622,203	—
Other	10,759,948	—
<b>Subtotal Other Than Personal Service (OTPS)</b>	<b>36,566,410</b>	<b>27%</b>
<b>Total Expenditures (PSR, PST, OTPS)</b>	<b>114,713,568</b>	
Fringe Benefits	9,189,307	—
Assessments	307,229	—
Dormitory Authority of the State of New York (DASNY) Overhead/Insurance	635,935	—
DASNY Debt Service	8,126,995	—
<b>Subtotal Fringe, OH, etc.</b>	<b>18,259,466</b>	<b>14%</b>
<b>Grand Total</b>	<b>132,973,035</b>	<b>100%</b>

*Remembering Edward Austin Sheldon, educator and founder of SUNY Oswego, with a statue crafted by John Frances Brines in 1899, funded by penny contributions from school children across the state. The statue stands in front of the historic Sheldon Hall.*



# UNIVERSITY LEADERSHIP

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## **Peter O. Nwosu**

*President*

## **PRESIDENT'S CABINET**

### **Cory Bezek**

*Vice President for Enrollment Management*

### **Kendra N. Cadogan**

*Chief Diversity and Inclusion Officer*

### **Mary Canale '81**

*Vice President for University Advancement*

### **Jamal Coleman**

*Director of Operations, Office of the President*

### **Karen Crowe**

*Interim Vice President for Communications and Marketing*

### **Kristi Eck**

*Assistant Vice President for Workforce Innovation and External Relations*

### **Scott R. Furlong**

*Provost and Vice President for Academic Affairs*

### **Victoria L. Furlong '08 M'10**

*Vice President for Administration and Finance*

### **Kathleen G. Kerr**

*Vice President for Student Affairs*





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*SUNY Oswego is accredited by the Middle States Association of Colleges and Schools; where appropriate, individual programs may be accredited by specific discipline-oriented organizations.*